

STATE OF CALIFORNIA
DECISION OF THE
PUBLIC EMPLOYMENT RELATIONS BOARD



In the Matter of:)
)
UNIT DETERMINATION FOR TECHNICAL)
EMPLOYEES OF THE UNIVERSITY OF) Case Nos. SF-RR-1002 et al.
CALIFORNIA PURSUANT TO CHAPTER 744)
OF THE STATUTES OF 1978 (HIGHER) PERB Decision No. 241-H
EDUCATION EMPLOYER-EMPLOYEE)
RELATIONS ACT)) September 30, 1982

Appearances; Robert J. Bezemek, Attorney (VanBourg, Allen, Weinberg & Roger) for United Health Care Employees, SEIU; Hirsch Adell and Glenn Rothner, Attorneys (Reich, Adell & Crost), and Les Chisholm for American Federation of State, County and Municipal Employees, AFL-CIO; Christine A. Bologna, Attorney, Wayne Heine and Gerald B. Radeleff for California State Employees' Association; Patrick J. Szymanski, Attorney (Beeson, Tayer, Kovach & Silbert) for Brotherhood of Teamsters and Auto Truck Drivers, Local No. 70; Jerrold C. Schaefer and Judith Droz Keyes, Attorneys (Corbett, Kane & Berk) for the Regents of the University of California.

Before: Tovar, Jaeger, Morgenstern and Jensen, Members.*

I.

INTRODUCTION

The Higher Education Employer-Employee Relations Act (hereafter HEERA or Act)¹ became effective July 1, 1979, as a result of legislation enacted by the California Legislature in 1978. The legislation granted jurisdiction over the HEERA to

*Chairperson Gluck did not participate in this Decision.

¹The HEERA is codified at Government Code section 3560 et seq. All statutory references hereafter are to the Government Code unless otherwise indicated.

the Public Employment Relations Board (hereafter PERB or Board). Its terms extend the opportunity for collective negotiations to, amongst others, employees of the University of California (UC or University) and their designated representatives.² As an initial step in the representational process, PERB has authority to determine the appropriate units for employees of UC.³

Pursuant to rules and regulations adopted by the Board,⁴ various employee organizations filed petitions with the Board describing the units they believed to be appropriate. Parties to the instant case then participated in the unit determination hearing conducted by a PERB hearing officer who thereafter transmitted the entire record along with his unit recommendations to the Board itself for decision.

Based on the evidence and the briefs submitted by the parties as well as the hearing officer's recommendations, the Board has determined that the following units are appropriate:

²In addition to providing exclusive representation of employees in appropriate units by employee organizations, HEERA also makes it unlawful for the employer or the employee organization to commit certain acts, requires the employer and the exclusive representative to meet and confer in good faith and endeavor to reach an agreement on matters within the scope of representation.

³subsection 3563(a).

⁴PERB rules and regulations regarding HEERA are codified at California Administrative Code, title 8, section 51000 et seq.

Lawrence Livermore National Laboratory Technical Unit;
Systemwide Technical Unit;
Patient Care Technical Unit.

The specific unit composition of these units is discussed infra in Parts III and IV of this Decision. The issue of exclusion of particular classifications based on supervisory, managerial, or confidential status will be dealt with in a separate decision.⁵

II.

UNIT CRITERIA

The Legislature mandated that the Board consider various criteria in determining an appropriate unit of employees for purposes of meeting and conferring under provisions of the HEERA. Those criteria are set forth in section 3579 of the Act which, in pertinent part, provides:

(a) In each case where the appropriateness of a unit is an issue, in determining an appropriate unit, the board shall take into consideration all of the following criteria:

(1) The internal and occupational community of interest among the employees, including, but not limited to, the extent to which they perform functionally related services or work toward established common goals, the history of employee representation with

⁵See Unit Determination for Employees of the Regents of the University of California (9/4/81) PERB Order NO. Aa-114-H.

the employer, the extent to which such employees belong to the same employee organization, the extent to which the employees have common skills, working conditions, job duties, or similar educational or training requirements, and the extent to which the employees have common supervision.

(2) The effect that the projected unit will have on the meet and confer relationships, emphasizing the availability and authority of employer representatives to deal effectively with employee organizations representing the unit, and taking into account such factors as work location, the numerical size of the unit, the relationship of the unit to organizational patterns of the higher education employer, and the effect on the existing classification structure or existing classification schematic of dividing a single class or single classification schematic among two or more units.

(3) The effect of the proposed unit on efficient operations of the employer and the compatibility of the unit with the responsibility of the higher education employer and its employees to serve students and the public.

(4) The number of employees and classifications in a proposed unit, and its effect on the operations of the employer, on the objectives of providing the employees the right to effective representation, and on the meet and confer relationship.

(5) The impact on the meet and confer relationship created by fragmentation of employee groups or any proliferation of units among the employees of the employer.

(b) There shall be a presumption that professional employees and nonprofessional employees shall not be included in the same representation unit. However, the presumption shall be rebuttable, depending upon what the evidence pertinent to the criteria set forth in subdivision (a) establishes.

(c) There shall be a presumption that all employees within an occupational group or groups shall be included within a single representation unit. However, the presumption shall be rebutted if there is a preponderance of evidence that a single representation unit is inconsistent with the criteria set forth in subdivision (a) or the purposes of this chapter.

(d) Notwithstanding the foregoing provisions of this section, or any other provision of law, an appropriate group of skilled crafts employees shall have the right to be a single, separate unit of representation. Skilled crafts employees shall include, but not necessarily be limited to, employment categories such as carpenters, plumbers, electricians, painters, and operating engineers. The single unit of representation shall include not less than all skilled crafts employees at a campus or at a Lawrence Laboratory.

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(f) The board shall not determine that any unit is appropriate if it includes, together with other employees, employees who are defined as peace officers pursuant to subdivisions (d) and (e) of Section 830.2 of the Penal Code.

In structuring units of UC employees, we have examined the evidence in light of the statutory directive of section 3579, and have sought to place employees with an internal occupational community of interest in an appropriate unit. We

have considered the effect various unit configurations would have on the meet and confer relationships in terms of both the employer's interest in efficient operation of the educational system and in terms of the employees' interest in effective representation. As we originally stressed in the State employee unit determination decision and reiterated in the California State University and Colleges unit determination decision:⁶

. . . unit determination criteria cannot be reviewed in isolation from one another; indeed, there is substantial interplay among the various criteria. Therefore, all of the factors involved in a given situation must be balanced against one another. The result of any such balancing process is that in a particular factual setting some criteria are emphasized over others while in a different setting the weight given the same criteria may be altered.

Consistent with our decision in Joint Hearing Order (7/16/80): HEERA-UC Unit Determination Phase II, Professional and Operations Hearings (9/29/80) PERB Order No. Ad-101-H, in determining whether to grant or reject the petitions of the parties, the Board has considered both the parties' formal requests and modifications of those positions as indicated by their briefs.

⁶see Unit Determination for the State of California (SEERA) (11/7/79) PERB Decision No. 110-S; Unit Determination for Employees of the CSUC (HEERA) (Professional) (9/22/81) PERB Decision No. 173-H; and Unit Determination for Employees of the CSUC (HEERA) (Nonprofessional) (11/17/81) PERB Decision No. 176-H.

III.

UNITS GRANTED

The Board finds that the creation of the following three technical units at the University of California is appropriate: a Lawrence Livermore National Laboratory (LLNL) Technical Unit, a Systemwide Technical Unit, and a Patient Care and Technical Unit. Employees in all of these units share an internal community of interest which distinguishes them from other categories of operations employees, such as clerical or service employees.

The University's technical employees are nonprofessional employees whose work involves the use of independent judgment and the exercise of specialized skills, often gained through advanced education or training. Technical employees are very often licensed, certified, or registered as a requirement of employment. As the Board indicated in Marin Community College District (6/26/78) PERB Decision No. 55, at p. 8:

Performance in [technical] positions entails considerable responsibility and involves the performance of relatively complex assignments, . . . as contrasted to performance of the more routine paperwork and bookkeeping tasks performed by clerical employees.

The National Labor Relations Board (NLRB) has long found that separate units of technical employees are appropriate, since technical employees enjoy a "separate and distinct community of interest . . . flowing from training, skills,

certification, registration, or licensing," which other employees do not possess. Barnert Memorial Hospital Association dba Barnert Medical Center (1975) 217 NLRB 775, 777 [89 LRRM 1083, 1087].

LLNL Technical Unit

The California State Employees' Association (CSEA) petitioned for a unit of all technical employees at LLNL. We find the petitioned-for unit appropriate. Employees at LLNL have a community of interest sufficiently distinct from employees at the rest of the University to warrant granting them a separate unit. Every party addressing this issue has agreed that employees at LLNL should be granted separate units.⁷

Unlike the rest of the campuses, LLNL is almost entirely federally funded. It is governed based upon the provisions of a contract between the University and the Department of Energy (DOE). This agreement substantially affects the personnel policies of LLNL, requiring the University to obtain DOE approval for many policy changes. Planning at LLNL, unlike the rest of the University, requires coordination with DOE and is

⁷In granting CSEA's petition for a Technical Unit at LLNL, we deny the petition of Teamsters, Local 70 for a unit composed of firefighters and associated personnel at LLNL. Teamsters, Local 70 has presented insufficient evidence that firefighters at LLNL share a sufficiently distinct community of interest to justify granting them a separate unit apart from other technical employees at LLNL.

accomplished separately from the University's systemwide planning process. Most significantly, because of LLNL's federal funding, it is not subject to the state budget process.

Employees at Lawrence Livermore are also distinguished from employees at the rest of the University by the unique nature of the work they do. The primary activity of LLNL is nuclear weapons research. No similar research is carried on at the University's other facilities, including the Lawrence Berkeley Laboratory (LBL).

Employees at LLNL must obtain, as a condition of employment, a DOE "Q-clearance," the highest security clearance. In order to obtain a Q-clearance, the applicant's background is investigated by the FBI or the Federal Civil Service Commission. This process takes approximately four to eight months. In addition, all LLNL employees receive a security manual.

Finally, LLNL has an employment classification scheme separate from the rest of the University. While these classifications are parallel to systemwide classifications, they too are subject to DOE approval. Moreover, some of the classifications are unique to LLNL.

Taken together, this evidence establishes a strong community of interest amongst LLNL technical employees, which differentiates them from other University employees.

Systemwide Technical Unit

The American Federation of State, County and Municipal Employees (AFSCME) and the California State Employees' Associations petitioned for a systemwide unit of technical employees at the University's nine campuses and the Lawrence Berkeley Laboratory. We grant these petitions, absent those classifications which we have placed in our patient care and technical unit, discussed infra.

We find that technical employees throughout the University system (excluding LLNL and the UC health facilities) share a sufficient community of interest that a systemwide unit is appropriate. University employees placed within this unit are governed by a centralized personnel policy, classification scheme, and wage and benefits plan. They are involved in the University's basic teaching and research mission. Employees may readily transfer between campuses. Moreover, they are bound by a common legislative budget process, which allocates wage increases to University employees on a systemwide basis.

For these reasons, we find that a systemwide technical unit will facilitate the collective negotiation process as well as promote the efficient operations of the University. A systemwide unit, by definition, avoids fragmentation of employee groups and unnecessary proliferation of units.

⁸CSEA petitioned for a systemwide technical unit excluding LBL and LLNL. Since we are including LBL in the systemwide technical unit, we are able to grant both AFSCME's and CSEA's petitions.

We include the Lawrence Berkeley Laboratory within the systemwide technical unit, despite the fact that it is subject to the same system of federal funding as LLNL (see discussion supra). However, unlike LLNL employees, LBL employees share a greater community of interest with other employees of the University. LBL is geographically contiguous with the Berkeley campus, and employees of both LBL and UCB are drawn from the same regional labor market. Employees from UCB and LBL can readily transfer between the two sites, and some employees work part-time at both facilities. Unlike LLNL employees, LBL employees do not work on military research projects, and thus do not require a security "Q" clearance.

Despite the fact that the Lawrence Berkeley Laboratory is federally funded through a contract with DOE, job classifications at LBL follow the University's centralized system rather than an independent system, as is in use at LLNL. In addition, wage rates at LBL do not require DOE approval, as is the case at LLNL.

Patient Care Technical Unit

United Health Care Employees (SEIU Locals 102, 250 and 434) petitioned for a systemwide unit composed of technical employees at the University's health care facilities as well as allied patient care service and clerical employees. We grant this petition, finding that the employees within this unit

share a strong community of interest which warrants the creation of a separate patient care unit.

Employees in this unit are primarily technicians involved in providing health services to patients at the University's medical centers, student health facilities, and hospitals. These employees are directly concerned with the delivery of health care services, and thus perform tasks not directly related to the University's basic educational mission. Hence, these employees share an internal community of interest which separates them from technical employees in other units we have created. In addition, we include in the patient care technical unit those classifications of hospital clerical and service employees who have direct contact with patients and work closely with, or are under the supervision of, patient care technical or professional employees.

Patient care employees work exclusively in hospitals or clinics. There is no work-related contact between these employees and employees in similar classifications at nonpatient work sites. They are subject to working conditions which distinguish them from other UC technical, service, or clerical employees. They work closely with health care professionals, delivering primary patient services. Many of these classifications are staffed round-the-clock and are routinely exposed to medical emergencies. They are required to have specialized knowledge and training peculiar to the

hospital setting, and to apply that knowledge in direct or indirect patient care contexts.

Another factor which persuades us to establish a separate patient care and technical unit is the administrative autonomy of the University medical facilities. The University's hospitals and student health centers are financed primarily through patient and student fees and government funds. Although they are ultimately under the control of systemwide administration, the evidence establishes that they are run relatively independently. For example, university hospitals develop personnel policies and procedures independent of those developed systemwide. Such policies and procedures are suited to the delivery of patient care services to the public rather than the teaching of students or the development of research projects.

The creation of a separate patient care technical unit is consistent with the University's present organizational structure, which separates hospital classifications from other technical classifications systemwide. Thus, the patient care technical unit we are establishing will promote the efficient operation of the University's hospitals, clinics, and medical centers without disrupting in any way the University's existing classification structure. While not determinative, both NLRB and previous Board decisions support the establishment of separate patient care units. (Barnert Memorial Hospital,

supra, Unit Determination for the State of California (11/7/79)
PERB Decision No. 110-S.)

Taken as a whole, the above evidence convinces us that a separate patient care and technical unit is consistent with the criteria set forth in section 3594 and should be established.

IV.

DISPUTED CLASSIFICATIONS

LLNL Technical Unit

Machinists (900 Series)

We find it appropriate to place employees in the machinist classifications at Lawrence Livermore in the LLNL technical unit. CSEA petitioned for the placement of these employees in the LLNL technical unit, and the University supports their placement there.⁹

Employees in the machinist classifications at LLNL work in the materials fabrication division of the Laboratory, which performs machine fabrication work for scientific research projects. These employees work directly with, and under the supervision of, Laboratory scientific personnel. They perform no routine or nonscientific machine work. Although employees

⁹The Alameda County Building and Construction Trades Council petitioned for the inclusion of employees in the LLNL machinist classifications in their proposed LLNL skilled crafts unit. We have determined that it is inappropriate to place these employees in a skilled crafts unit. Unit Determination for Skilled Crafts Employees of the University of California (9/30/82) PERB Decision No. 242.

in the 900 series complete a state-certified apprenticeship program and thus achieve journeyperson status, they are given extensive on-the-job training in which they acquire scientific and technical knowledge of metallurgy, metrology, design and vacuum processes. With this knowledge, materials fabrication division machinists are capable of designing or modifying machinery to fit special scientific requirements. Thus, despite the fact that these employees possess training similar to that of skilled crafts employees in the private sector, their advanced technical knowledge and the highly specialized nature of the work they perform convince us that they are more appropriately placed in a technical unit.

Technicians (727 series)

CSEA petitioned for, and the University supports, the inclusion of employees in the technician classifications at LLNL in the LLNL technical unit. The Alameda County Building and Construction Trades Council argues that certain employees in this classification who perform metal plating work should be included in the skilled crafts unit.¹⁰

Employees in the technician series assist in the development of scientific research projects at LLNL. They are

¹⁰We have previously concluded that it is appropriate to place employees in the technician series at LLNL who perform metal plating work in the LLNL skilled crafts unit. Unit Determination for Skilled Crafts Employees of the University of California, supra.

required, as a condition of employment, to have at least an associate degree in a scientific or technical subject. They share a close community of interest with other technical employees. We find, in reviewing the record, that there has been insufficient evidence presented to rebut the presumption contained in subsection 3579(c) against the splitting of occupational groups. We thus find that those employees within the technician series who perform metal plating work, along with all other employees in that series, are appropriately placed in the LLNL technical unit.

Systemwide Technical Unit

LBL Machinists (785.0-787.3)

AFSCME petitioned for,¹¹ and the University supports, the inclusion of employees in the LBL machinists series in the systemwide technical unit. For the reasons discussed above with regard to the LLNL machinists, we find that LBL machinists are appropriately placed in the systemwide technical unit.

Patient Care Technical Unit

Development Technician (1707-74)

Electronics Technician (8301-8304)

Laboratory Mechanician (8651-8654)

SEIU petitioned for, and we find appropriate, the placement of those employees in the above classifications, who work in

¹¹In its petition requesting a systemwide unit composed of all technical employees in the University, AFSCME did not specifically list LBL classifications. Since it petitioned for a unit of all technical employees, we assume this omission to have been inadvertent.

the University's health care facilities, in the patient care technical unit. This placement requires us to split classifications, but we find that evidence rebuts the presumption set forth in subsection 3579 (c) against the splitting of occupational groups.

All of the employees in the above classifications work at the University's patient care facilities. They are involved in the fabrication, maintenance and repair of medical instruments. They interact with, and are often under the supervision of, other patient care technical employees or health care professionals. They have no interaction with employees in their own classification who work at nonpatient care facilities. Many incumbents enter patient and operating rooms to observe and monitor equipment, and have specialized knowledge related to the development and maintenance of medical equipment. On the basis of this evidence, we find that employees in these classifications at the University's patient care facilities have a sufficiently independent community of interest to rebut the presumption set forth in subsection 3597(c). We note, in so finding, that the University has presented no evidence to indicate that the placing of these employees in the patient care technical unit will adversely affect the efficient operations of its health care facilities. On the contrary, the evidence indicates that the inclusion of these employees in the patient care technical unit will

facilitate effective collective bargaining and the efficient delivery of patient care services.

Hospital Laboratory Technicians (8973-8976)

SEIU petitioned for, and we find appropriate, the placement of employees in the above classifications in the patient care technical unit. The University argues that they should be excluded from the technical unit because they are professional employees.

Hospital laboratory technicians (HLT's) work in the University's health care facilities, where they administer and analyze test results intended to assist in the diagnosis and treatment of patient illnesses. A college degree with a science major, or equivalent education or experience, is required for the entry level classification.

Prior to 1966, the HLT series included several categories of employees. In 1966, the clinical laboratory technologist (CLT) series was split off from the HLT series. In 1972, the staff research associate classification was split off from the HLT series. All parties agree that employees in the CLT series are professionals since they have separate licensing requirements, pay scales and duties. The University argues that, because employees in the present HLT series share a common origin with these other classifications, they are not technical employees.

The majority of employees in this series perform routine laboratory work, involving little or no independent judgment. Hospital laboratory technicians, unlike clinical laboratory technologists, are by law not permitted to perform tests requiring professional judgment. There was evidence introduced that a minority of employees in this classification do some work involving independent analysis of test results. For example, at the UC Davis Medical Center, HLT's in the cytopathology laboratory review slides to check for normal cells. Although these HLT's initially use independent judgment in making their determinations, a doctor, pathologist, or clinical laboratory technologist must review slides found to be abnormal and makes a diagnosis based upon that review. Similarly, at the UCLA pulmonary function laboratory, HLT's administer blood function and lung gas tests. Although these tests require employees to draw blood from patients and attach monitors to them, the results of the tests are analyzed by a computer and do not require independent analysis by the employee. Hence, even when performing these more complicated functions, employees in the HLT series do not exercise the degree of independent judgment usually found amongst professional employees.

Thus, viewing the evidence in its totality, we find HLT's are appropriately placed in the patient care technical unit.

Community Health Program Representative Series (9324-9326)

SEIU petitioned for these employees to be included in the patient care technical unit. We decline to place these employees in the unit since there is insufficient evidence in the record to indicate what the job duties of these employees are.

Field Work Assistant (9366)

SEIU petitioned for employees in the above classification to be included in the patient care technical unit. We decline to place these employees in the unit, as there is insufficient evidence in the record to indicate that they share a community of interest with health care employees.

ORDER

Upon the foregoing Decision and the entire record in this matter, the Public Employment Relations Board ORDERS that:

(1) The following units are appropriate for the purpose of meeting and conferring in good faith pursuant to Government Code section 3560 et seq.

Lawrence Livermore National Laboratory Technical Unit;
Systemwide Technical Unit;
Patient Care Technical Unit.

The inclusions in the above-described units, by job classification, are set forth in Appendix A attached hereto.

(2) Any technical errors in this ORDER shall be presented to the director of representation who shall take appropriate action thereon in accordance with this Decision.

(3) Each of the units found appropriate shall exclude managerial, supervisory, and confidential employees of the University.

(4) The Board hereby ORDERS a representation election in each of these units and the General Counsel is hereby directed to proceed in accordance with California Administrative Code, title 8, part 3, division 4.

By The BOARD

LLNL TECHNICAL UNIT

651.0	Firefighter Trainee
651.1	Firefighter
651.2	Fire Lieutenant
651.3	Fire Captain
727.0	Technician
727.1	Technician, Senior
727.2	Technician, Principal
727.3	Technical Specialist
733.0	Technician/Draftsman Trainee
734.0	Draftsman
734.1	Draftsman, Senior
734.2	Draftsman, Design
734.3	Designer
735.0	Engineering Assistant
735.1	Engineering Assistant, Senior
735.2	Assistant Technical Coordinator
735.3	Assistant Technical Coordinator, Senior
736.1	Electronic Fabrication Technician I
736.2	Electronic Fabrication Technician II
736.3	Electronic Fabrication Technician III
736.4	Electronic Fabrication Technician IV
749.1	Photographic Specialist I

749.2 Photographic Specialist II
749.3 Photographic Specialist III
749.4 Photographic Specialist IV
752.0 Digital Computer Operator, Trainee
752.1 Digital Computer Operator
752.2 Digital Computer Operator, Senior
752.3 Digital Computer Operator, Principal
753.0 Printer I
753.1 Printer II
753.2 Printer III
753.3 Printer IV
754.0 Print Room Operator
754.1 Print Room Operator, Senior
754.2 Print Room Operator, Principal
754.3 Print Room Camera Operator
755.0 Technical Illustrator I
755.1 Technical Illustrator II
755.2 Technical Illustrator III
755,.3 Technical Illustrator IV
756.1 Programming Technician
756.2 Programming Technician, Senior
756.3 Programming Technician, Principal
910.0 Machinist, Apprentice (Classroom Instruction)
910.1 Machinist Apprentice
910.3 Mechanical Shop Helper

910.5	Journeyman Machinist
910.7	Senior Machinist I
910.8	Senior Machinist II
911.1	Assembly Machinist I
911.2	Assembly Machinist II
911.3	Assembly Machinist III
912.1	Machine Repairer I
912.2	Machine Repairer II
912.3	Machine Repairer III
920.2	Sub-Foreman
921.1	Mechanical Inspector I
921.2	Mechanical Inspector II
921.3	Mechanical Inspector III
922.1	Metal Fabricator I
922.2	Metal Fabricator II
922.3	Metal Fabricator Leadman
922.8	Metal Fabricator, Apprentice (Classroom Instruction)
922.9	Metal Fabricator, Apprentice

PATIENT CARE TECHNICAL UNIT

7170	Development Technician V	At University patient care facilities
7171	Development Technician IV	" "
7172	Development Technician III	" "
7173	Development Technician II	" "
7174	Development Technician I	" "
8301	Principal Electronics Technician	" "
8302	Senior Electronics Technician	" "
8303	Electronics Technician	" "
8304	Electronics Technician Trainee	" "
8651	Principal Laboratory Mechanician	" "
8652	Senior Laboratory Mechanician	" "
8653	Laboratory Mechanician	" "
8654	Laboratory Mechanician Helper	II II
8782	Senior Brace Maker	
8791	Principal Surgical Instrument Maker	
8792	Senior Surgical Instrument Maker	
8904	Senior Hospital Assistant	
8905	Hospital Assistant	
8906	Special Duty Hospital Assistant	
8911	Senior Patient Escort	

8912	Patient Escort
8913	Senior Mental Health Practitioner
8914	Mental Health Practitioner
8916	Senior Vocational Nurse
8917	Vocational Nurse
8918	Special Duty Vocational Nurse
8919	Senior Emergency Trauma Technician
8920	Emergency Trauma Technician
8922	Senior Nursing Aide
8925	Senior Psychiatric Technician
8926	Psychiatric Technician
8928	Senior Orthopedic Technician
8929	Orthopedic Technician
8930	Senior Surgical Technician
8931	Surgical Technician
8933	Senior Urology Technician
8934	Urology Technician
8941	Principal Technician
8942	Senior Echocardiographic Technician
8943	Echocardiographic Technician
8945	Principal Phonocardiographic Technician
8946	Senior Phonocardiographic Technician
8947	Phonocardiographic Technician
8961	Principal Electrocardiographic Technician
8962	Senior Electrocardiographic Technician

8963	Electrocardiographic Technician
8965	Principal Ultrasound Technologist
8966	Senior Ultrasound Technologist
8967	Ultrasound Technologist
8973	Hospital Laboratory Technician IV
8974	Hospital Laboratory Technician III
8975	Hospital Laboratory Technician II
8976	Hospital Laboratory Technician I
8978	Principal Nuclear Medicine Technician
8979	Senior Nuclear Medicine Technician
8980	Nuclear Medicine Technician
9002	Associate Chief Nuclear Medicine Technologist
9003	Senior Nuclear Medicine Technologist
9004	Nuclear Medicine Technologist
9005	Nuclear Medicine Technologist Trainee
9007	Senior Dosimetrist
9008	Dosimetrist
9011	Associate Chief Radiation Therapy Technologist
9012	Senior Radiation Therapy Technologist
9013	Radiation Therapy Technologist
9014	Radiation Therapy Technologist Trainee
9020	Associate Chief Radiologic Technologist
9021	Lead Principal Radiologic Technologist
9022	Senior Radiologic Technologist
9023	Radiologic Technologist

9024	Radiologic Technologist Trainee
9041	Senior Prosthetist/Orthotist
9042	Prosthetist/Orthotist
9044	Prosthetics/Orthotics Assistant
9046	Respiratory Therapist IV
9047	Respiratory Therapist III
9048	Respiratory Therapist II
9049	Registered Respiratory Therapist I
9050	Respiratory Therapist I
9051	Respiratory Therapy Apprentice
9058	Supervising Electroencephalographic Technologist
9059	Principal Electroencephalographic Technologist
9060	Senior Electroencephalographic Technologist
9061	Electroencephalographic Technologist
9189	Dental Extern
9190	Dental Hygienist
9196	Registered Dental Assistant
9197	Supervisory Dental Assistant (Teaching Clinic)
9198	Registered Dental Asssistant (Teaching Clinic)
9199	Dental Assistant
9200	Dental Aide
9251	Hospital_____Assistant III
9252	Hospital_____Assistant II
9253	Hospital_____Assistant I
9254	Hospital_____Aid

9257	Hospital Unit Service Coordinator III
9258	Hospital Unit Service Coordinator II
9259	Hospital Unit Service Coordinator I
9338	Coordinator of Volunteer Services I
9339	Assistant Coordinator of Volunteer Services

SYSTEMWIDE TECHNICAL UNIT

4031	Lifeguard
4121	Senior Resident Advisor
4122	Resident Advisor
4125	Head Resident
4126	Resident Assistant
4131	Resident Advisor-Language House Class
4812	Senior Computer Operator
4813	Computer Operator
5202	Fire Captain
5203	Fire Lieutenant
5204	Fire Fighter
5205	Fire Specialist
5211	Senior Student Fire Fighter
5212	Student Fire Fighter
5213	Student Fire Fighter Trainee
6102	Senior Artist
6103	Artist
6107	Art Model
6111	Principal Illustrator
6112	Senior Illustrator
6113	Illustrator
6114	Assistant Illustrator
6122	Senior Medical Illustrator

6123	Medical Illustrator
6202	Senior Projectionist
6203	Projectionist
6221	Principal Photographer
6222	Senior Photographer
6223	Photographer
6226	Senior Photographic Technician
6227	Photographic Technician
6254	Recording Technician
6312	Senior Public Events Manager
6313	Public Events Manager
6314	Assistant Public Events Manager
6317	Senior Wardrobe Technician
6318	Wardrobe Technician
6332	Senior Scene Technician
6333	Scene Technician
6334	Assistant Scene Technician
6344	Stage Helper
6650	Language Assistant
6652	Senior Linguistic Informant
6653	Linguistic Informant
6677	Reader for the Blind
6680	Interpreter/Translator for the Deaf
6693	Translator - Nontechnical
6694	Translator - Technical

7002	Senior Construction Inspector
7003	Associate Construction Inspector
7004	Assistant Construction Inspector
7101	Principal Drafting Technician
7102	Senior Drafting Technician
7103	Drafting Technician
7141	Principal Environmental Health & Safety Technician
7142	Senior Environmental Health & Safety Technician
7143	Environmental Health & Safety Technician
7161	Principal Engineering Aid
7162	Senior Engineering Aid
7163	Engineering Aid
7170	Development Technician V
7171	Development Technician IV
7172	Development Technician III
7173	Development Technician II
7174	Development Technician I
8191	Principal Cryogenic Technician
8192	Senior Cryogenic Technician
8193	Cryogenic Technician
8223	Wastewater Treatment Plant Operator
8262	Upholstery Supervisor
8263	Upholsterer
8272	Senior Accelerator Operator
8273	Accelerator Operator

8281	Principal Accelerator Mechanical Technician
8282	Senior Accelerator Mechanical Technician
8283	Accelerator Mechanical Technician
8291	Principal Television Technician
8292	Senior Television Technician
8293	Television Technician
8295	Sound Technician
8301	Principal Electronics Technician
8302	Senior Electronics Technician
8303	Electronics Technician
8304	Electronics Technician Trainee
8311	Principal Laboratory Glassblower
8312	Senior Laboratory Glassblower
8313	Laboratory Glassblower
8314	Laboratory Glassblower Trainee
8322	Senior Telescope Technician
8323	Telescope Technician
8330	Communications Officer
8331	Assistant Communications Officer
8333	Senior Marine Radio Officer
8334	Marine Radio Officer
8352	First Assistant Engineer
8353	Second Assistant Engineer
8354	Third Assistant Engineer
8358	Senior Floating Laboratory Crewmember

8359	Floating Laboratory Crewmember
8363	Marine Electrician
8364	Utility Marine Electrician
8381	Boatswain
8382	Able Seaman
8383	Ordinary Seaman
8392	Oiler
8393	Wiper
8394	General Marine Helper
8396	Principal Marine Mechanician
8397	Senior Marine Mechanician
8398	Marine Mechanician
8399	Marine Mechanician Helper
8651	Principal Laboratory Mechanician
8652	Senior Laboratory Mechanician
8653	Laboratory Mechanician
8654	Laboratory Mechanician Helper
8662	Senior Petrological Technologist
8663	Petrological Technologist
8761	Principal Optical Technician
8762	Senior Optical Technician
8773	Piano Technician
9514	Senior Inhalation Chamber Technician
9515	Inhalation Chamber Technician
9521	Animal Resources Manager

9522	Animal Resources Supervisor
9523	Principal Animal Technician
9524	Senior Animal Technician
9525	Animal Technician
9534	Animal Health Technician IV
9535	Animal Health Technician III
9536	Animal Health Technician II
9537	Animal Health Technician I
9601	Laboratory Assistant IV
9602	Laboratory Assistant III
9603	Laboratory Assistant II
9605	Laboratory Assistant I
9622	Scanner II
9623	Scanner I
9632	Principal Museum Preparator
9633	Senior Museum Preparator
9634	Museum Preparator
9717	Diving Officer
374.3	Accelerator Operations Supervisor
386.0	Technical/Scientific Coordinator
386.1	Technical/Scientific Coordinator, Senior
644.0	Firefighter
644.1	Fire Lieutenant
645.0	Firefighter Trainee
716.1	Lead Technician

725.0	Mechanical Technician, Apprentice
725.1	Mechanical Technician
725.2	Mechanical Technician, Senior
725.3	Mechanical Technician, Principal
725.4	Mechanical Specialist
728.0	Technician/Drafter Trainee
729.0	Drafter
729.1	Drafter, Senior
729.2	Drafter, Design
729.3	Designer
730.0	Engineering Assistant
730.1	Engineering Assistant, Senior
730.2	Assistant Technical Coordinator
730.3	Assistant Technical Coordinator, Senior
740.1	Radiation Safety Technician
740.2	Radiation Safety Technician, Senior
740.3	Radiation Safety Technician, Principal
741.0	Health-Safety Technician, Trainee
741.1	Health-Safety Technician
741.2	Health-Safety Technician, Senior
741.3	Health-Safety Technician, Principal
741.4	Health-Safety Technician Specialist
744.1	Animal Technician I
744.2	Animal Technician II
744.3	Animal Technician III

757.0	Digital Computer Operator Trainee
757.1	Digital Computer Operator
757.2	Digital Computer Operator, Senior
757.3	Digital Computer Operator, Principal
759.3	Computing Technician
759.4	Computing Technician, Senior
759.5	Computing Technician, Principal
770.0	Electronics Technician, Apprentice
770.1	Electronics Technician
770.2	Electronics Technician, Senior
770.3	Electronics Technician, Principal
770.4	Electronics Specialist
781.1	Graphic Arts Technician
781.2	Senior Graphic Arts Technician
781.3	Principal Graphic Arts Technician
782.1	Scientific Data Analyst
782.2	Scientific Data Analyst, Senior
782.3	Scientific Data Analyst, Principal
785.1	Machinist, Apprentice
786.1	Machine Shop Assistant I
786.2	Machine Shop Assistant II
786.3	Machinist
786.4	Precision Machinist
787.3	Assembly Machinist
795.1	Research Technician

795.2	Research Technician, Senior
795.3	Research Technician, Principal
795.4	Research Specialist
797.1	Technical Illustrator I
797.2	Technical Illustrator II
797.3	Technical Illustrator III
797.4	Technical Illustrator IV
798.1	Photographic Specialist I
798.2	Photographic Specialist II
798.3	Photographic Specialist III
798.4	Photographic Specialist IV